

TO: Public Health & Safety Committee
FROM: Jon Weiks, Chief of Police
DATE: January 10, 2023
SUBJECT: Tumwater Police Department Strategic Staffing Plan 2023-2028

1) Recommended Action:

No action is requested. This is for discussion only.

2) Background:

The police department has not seen an increase in police officer staffing since 2016. However, the City has continued to grow rapidly since that time, due to both annexation and new development. Compounding this is the impact of the recent police reform legislation: increase in the time and resources required to handle calls for service; requirement for additional on-going training; increased need for supervision; and, emboldened criminals. Further compounding this is: the exodus of officers leaving the profession statewide; and all-time low candidate pool; an infrastructure incapable of handling the statewide demand; and, the police department having 13 members eligible to retire in the next five years (10 by 2025). As such, Dr. Oliver Bowers, TPD Management Analyst, will be presenting to the committee an overview of the 2023-2028 Strategic Staffing Plan completed and submitted with the 2023-2024 biennial budget process. Staffing is a complex issue and this is intended to start the discussion of identifying next steps.

3) Policy Support:

2021-2026 Strategic Priority: *"Provide and Sustain Quality Public Safety Services"*

4) Alternatives:

This is for discussion only.

5) Fiscal Notes:

None at this time.

6) Attachments:

A. Tumwater Police Department Strategic Staffing Plan 2023-2028